

Fairfield County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information



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EXECUTIVE SUMMARY

Population

Fairfield County's population has grown slower than the state's in recent years.

Future growth is expected to continue to be slower than the state's.

Less than half of Fairfield County's workers live within the county, with almost 20% coming from Richland County.

Income

Per capita income growth has been faster than the state and the nation, due to slow population growth coupled with near-average income growth.

Fairfield County's per capita income remains below the state level.

Average wages in Fairfield County are higher than the state average in the following occupational groups: business and financial operations; computer and mathematical science; architecture and engineering; life, physical and social science; protective service; office and administrative support; construction and extraction; installation, maintenance and repair; and production.

Education

The number of degrees awarded by area post-secondary institutions has increased substantially.

The greatest increase has been in the healthcare field.

Occupations

Almost all major occupational groups are expected to grow faster in Fairfield County than in the state.

Requirements for Fairfield County's workers are expected to grow in the following levels of education and experience:

Short-term on-the-job training, moderate-term on-the-job training, postsecondary vocational award and associate's degree.

Industry

Construction of buildings is a sector rated as having high potential in Fairfield County.

POPULATION

Growth

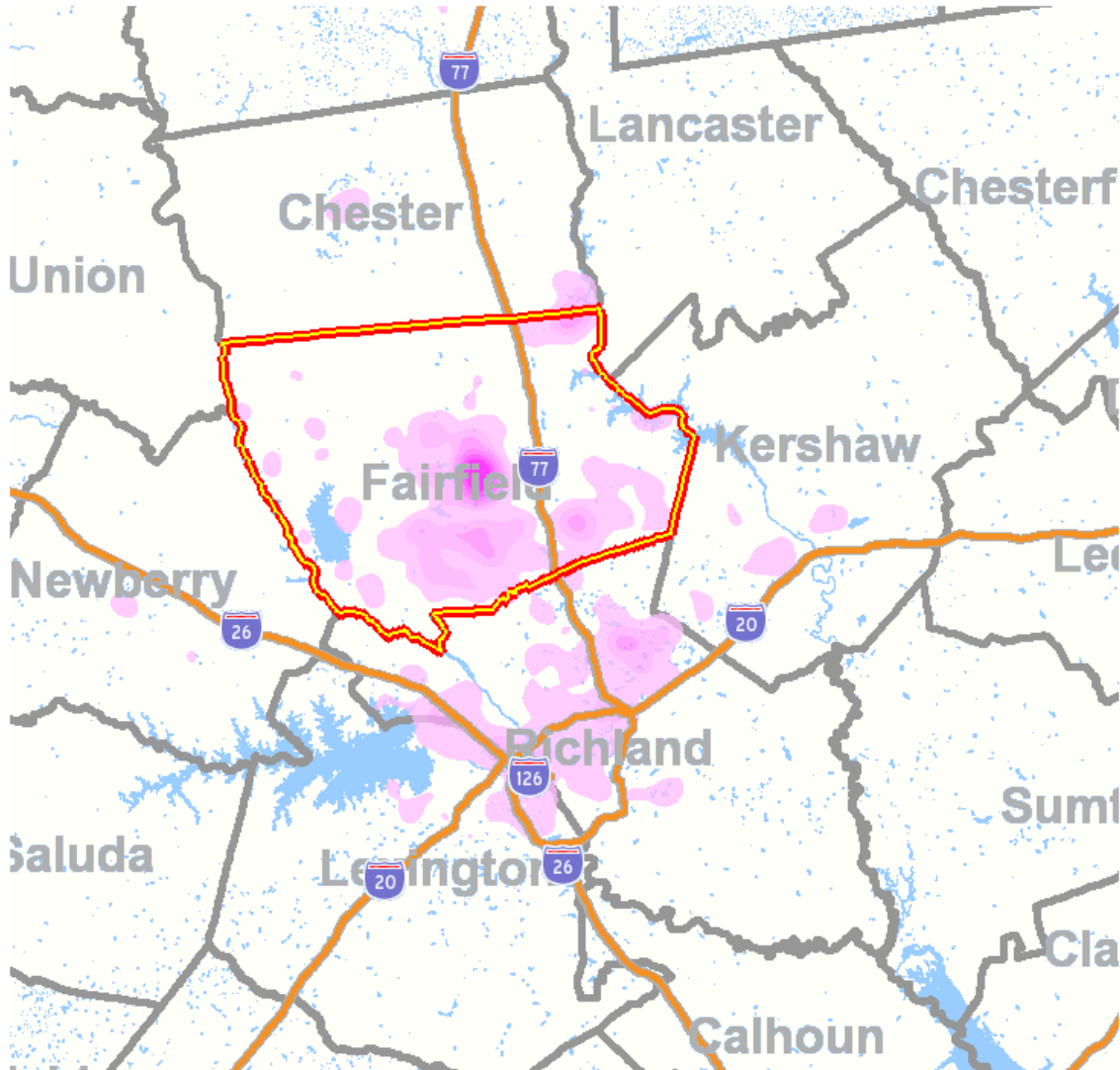
Fairfield County's 2007 population was 23,333. The county population has grown by 2.2% since 1997, compared to 14.2% growth for South Carolina. Fairfield's future population growth is expected to be slower than the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Fairfield County workers come from (in 2006, latest available data). Less than half of Fairfield County's workers live within the county. Almost 20% come from Richland County.



Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

Age of Workers:

30 or younger	19.6%
31 to 54	60.9%
55 or older	19.5%

Earnings of Workers:

\$1,200 per month or less	22.2%
\$1,201 to \$3,400 per month	48.5%
More than \$3,400 per month	29.3%

States Where Workers Live:

South Carolina	98.6%
North Carolina	0.7%
All other locations	0.7%

Counties Where Workers Live:

Fairfield, South Carolina	47.1%
Richland, South Carolina	18.9%
Lexington, South Carolina	7.4%
Kershaw, South Carolina	4.4%
Chester, South Carolina	3.0%
Newberry, South Carolina	2.7%
York, South Carolina	1.5%
Greenville, South Carolina	1.4%
Aiken, South Carolina	1.1%
Spartanburg, South Carolina	0.9%
All Other Locations	11.6%

Cities Where Workers Live:

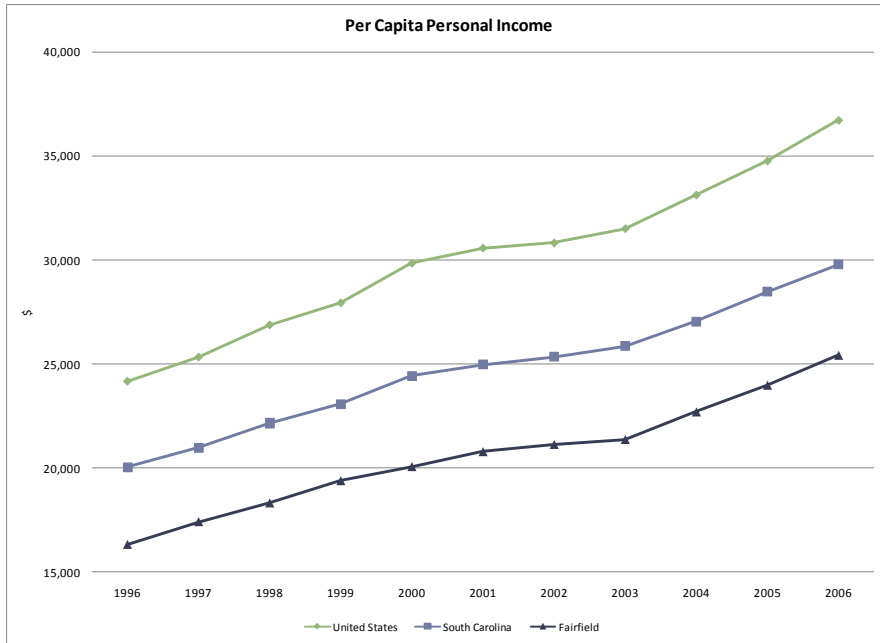
Winnsboro, South Carolina	10.9%
Winnsboro Mills, South Carolina	4.7%
Columbia, South Carolina	2.8%
St. Andrews, South Carolina	1.5%
Lugoff, South Carolina	1.0%
Dentsville, South Carolina	1.0%
Irmo, South Carolina	0.8%
Rock Hill, South Carolina	0.7%
Seven Oaks, South Carolina	0.6%
Great Falls, South Carolina	0.6%
All Other Locations	75.4%

Source: U.S. Census Bureau, Local Employment Dynamics.

INCOME

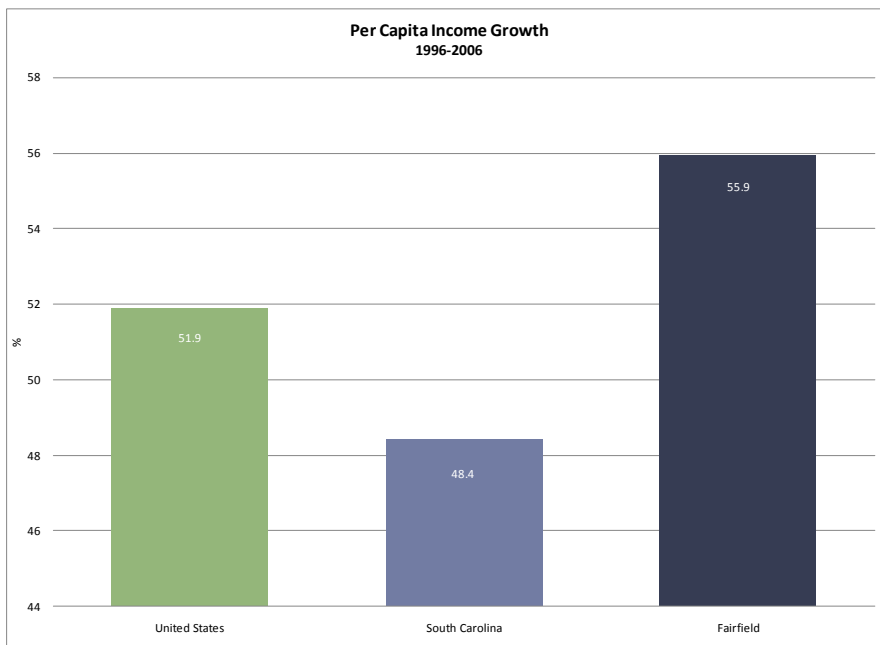
Per Capita Income

Fairfield County's per capita income remained below the state and national levels.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Fairfield County's per capita income has grown faster than South Carolina's and the nation's. However, this is due to slow population growth coupled with near-average income growth.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Fairfield County's average wages are above those of South Carolina (\$712 vs. \$680 in 2007). Average wages were up 9% in Fairfield County over the past five years, compared to 18% for the state. All major sectors except manufacturing, retail trade and state government had growth, led by construction.

Industry	NAICS Code	2007 Average Weekly Wage (\$)	2002 Average Weekly Wage (\$)	% Change
Total, Private and Government		712	651	9
Construction	23	1,091	678	61
Manufacturing	31-33	636	827	-23
Retail Trade	44-45	376	437	-14
Transportation and Warehousing	48-49	NA	NA	
Information	51	NA	NA	
Finance and Insurance	52	543	524	4
Real Estate and Rental and Leasing	53	328	271	21
Administration & Support & Waste Management & Remediation Services	56	692	631	10
Arts, Entertainment, and Recreation	71	303	NA	
Accommodation and Food Services	72	168	NA	
Other Services (Except Public Administration)	81	432	294	47
Federal Government		789	647	22
State Government		533	547	-3
Local Government		641	549	17

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Fairfield County are higher than the state average in the following occupational groups:

- Business and financial operations
- Computer and mathematical science
- Architecture and engineering
- Life, physical and social science
- Protective service
- Office and administrative support
- Construction and extraction
- Installation, maintenance and repair
- Production

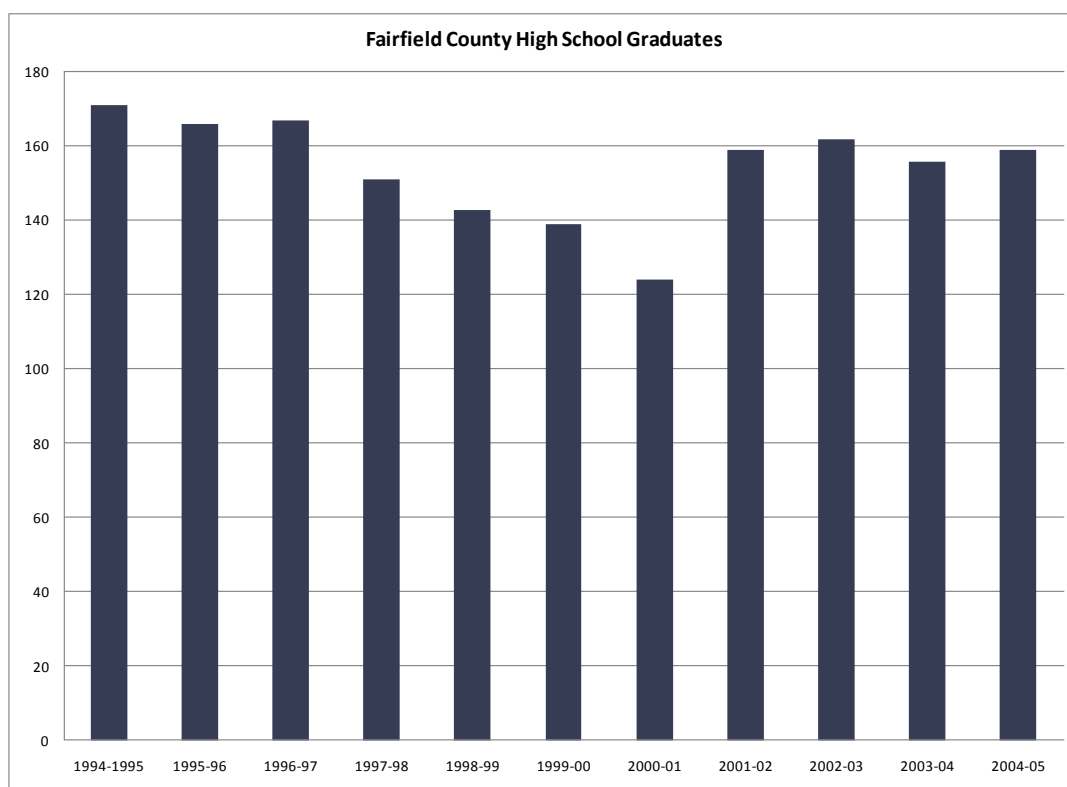
Occupation	2007 Fairfield County Median Hourly Wage (\$)	2007 SC Median Hourly Wage (\$)
Management occupations	25.94	28.78
Business and financial operations occupations	24.38	20.28
Computer and mathematical science occupations	32.38	26.20
Architecture and engineering occupations	54.44	30.22
Life, physical and social science occupations	36.69	22.76
Community and social services occupations	12.33	13.18
Legal occupations	19.93	30.68
Education, training and library occupations	22.78	24.42
Arts, design, entertainment, sports and media occupations	10.76	12.66
Healthcare practitioners and technical occupations	20.78	30.64
Healthcare support occupations	8.23	10.55
Protective service occupations	15.47	13.87
Food preparation and serving related occupations	7.50	7.90
Building and grounds cleaning and maintenance occupations	7.38	8.42
Personal care and service occupations	7.77	8.39
Sales and related occupations	11.60	13.48
Office and administrative support occupations	15.41	13.22
Farming, fishing, and forestry occupations	12.23	13.07
Construction and extraction occupations	19.08	16.51
Installation, maintenance and repair occupations	30.79	16.88
Production occupations	15.93	15.21
Transportation and material moving occupations	12.65	12.94

Source: Economic Modeling Specialists, Inc.

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Fairfield County students receiving high school diplomas fell by 12 (7%). In South Carolina, the number of high school diplomas increased 9% from 1995 to 2005. A total of 159 people received high school diplomas in Fairfield County in 2005. Fairfield County had 24 fewer 12th grade students in 2004-05 than in 1994-95. The number of Fairfield County students not passing the exit exam who received a certificate of completion instead of a diploma increased by 22 (to 34) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Almost 2,000 more students graduated from higher educational institutions in the Midlands area in 2006 than in 1996, an increase of 19%. The greatest numerical increase was in the healthcare field.

Program	1996	2006	Change	% Change
Agriculture, agriculture operations, and related sciences	16	4	-12	-75
Area, ethnic, cultural, and gender studies	19	26	7	37
Biological and biomedical sciences	383	424	41	11
Business, management, marketing, and related support services	1,891	2,175	284	15
Communication, journalism, and related programs	254	450	196	77
Computer and information sciences and support services	219	360	141	64
Construction trades	31	12	-19	-61
Education	1,179	1,142	-37	-3
Engineering technologies/technicians	158	196	38	24
Engineering	289	315	26	9
English language and literature/letters	279	270	-9	-3
Family and consumer sciences/human sciences	97	243	146	151
Foreign languages, literatures, and linguistics	79	70	-9	-11
Health professions and related clinical sciences	1,492	2,041	549	37
Legal professions and studies	369	409	40	11
Liberal arts and sciences, general studies and humanities	780	585	-195	-25
Library science	185	200	15	8
Mathematics and statistics	110	102	-8	-7
Mechanic and repair technologies/technicians	231	407	176	76
Multi/interdisciplinary studies	76	143	67	88
Natural resources and conservation	15	3	-12	-80
Parks, recreation, leisure, and fitness studies	126	256	130	103
Philosophy and religious studies	30	52	22	73
Physical sciences	147	146	-1	-1
Precision production	81	54	-27	-33
Psychology	291	429	138	47
Public administration and social service professions	358	378	20	6
Science technologies/technicians	6	5	-1	-17
Security and protective services	423	378	-45	-11
Social sciences	650	789	139	21
Theology and religious vocations	280	323	43	15
Visual and performing arts	195	341	146	75
TOTAL	10,739	12,728	1,989	19

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Aiken Technical College, Allen University, Benedict College, Beta Tech, Central Carolina Technical College, Claflin University, Columbia College, Columbia International University, Lutheran Theological Southern Seminary, Midlands Technical College, Morris College, Newberry College, Orangeburg Calhoun Technical College, South Carolina State University, South University, University of Phoenix-Columbia Campus, University of South Carolina-Aiken, University of South Carolina-Columbia, University of South Carolina-Lancaster, University of South Carolina-Sumter and W L Bonner College

OCCUPATIONS

Occupational Projections

Almost all occupational groups are projected to grow faster in Fairfield County than in the state.

See **Appendix A** for detailed occupational information.

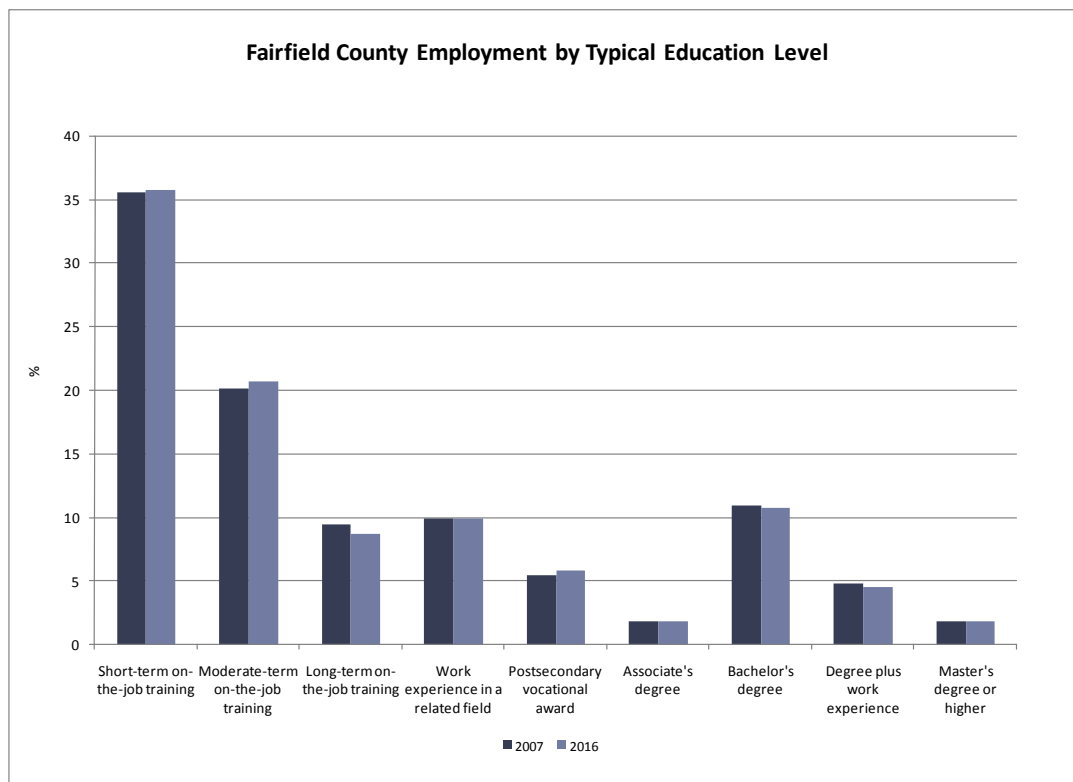
Occupation	2007-2016 Fairfield County Projected Growth (%)	2007-2016 SC Projected Growth (%)
Management occupations	19	17
Business and financial operations occupations	30	22
Computer and mathematical science occupations	35	23
Architecture and engineering occupations	24	15
Life, physical and social science occupations	29	15
Community and social services occupations	33	15
Legal occupations	25	21
Education, training and library occupations	25	16
Arts, design, entertainment, sports and media occupations	34	17
Healthcare practitioners and technical occupations	38	24
Healthcare support occupations	47	25
Protective service occupations	50	18
Food preparation and serving related occupations	18	13
Building and grounds cleaning and maintenance occupations	41	23
Personal care and service occupations	35	7
Sales and related occupations	26	19
Office and administrative support occupations	20	13
Farming, fishing and forestry occupations	-17	16
Construction and extraction occupations	25	19
Installation, maintenance and repair occupations	25	17
Production occupations	45	10
Transportation and material moving occupations	24	11

Source: Economic Modeling Specialists, Inc.

Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. However, based on employment projections, more of Fairfield County's job growth will be in these categories of education and experience:

- Short-term on-the-job training
- Moderate-term on-the-job training
- Postsecondary vocational award
- Associate's degree



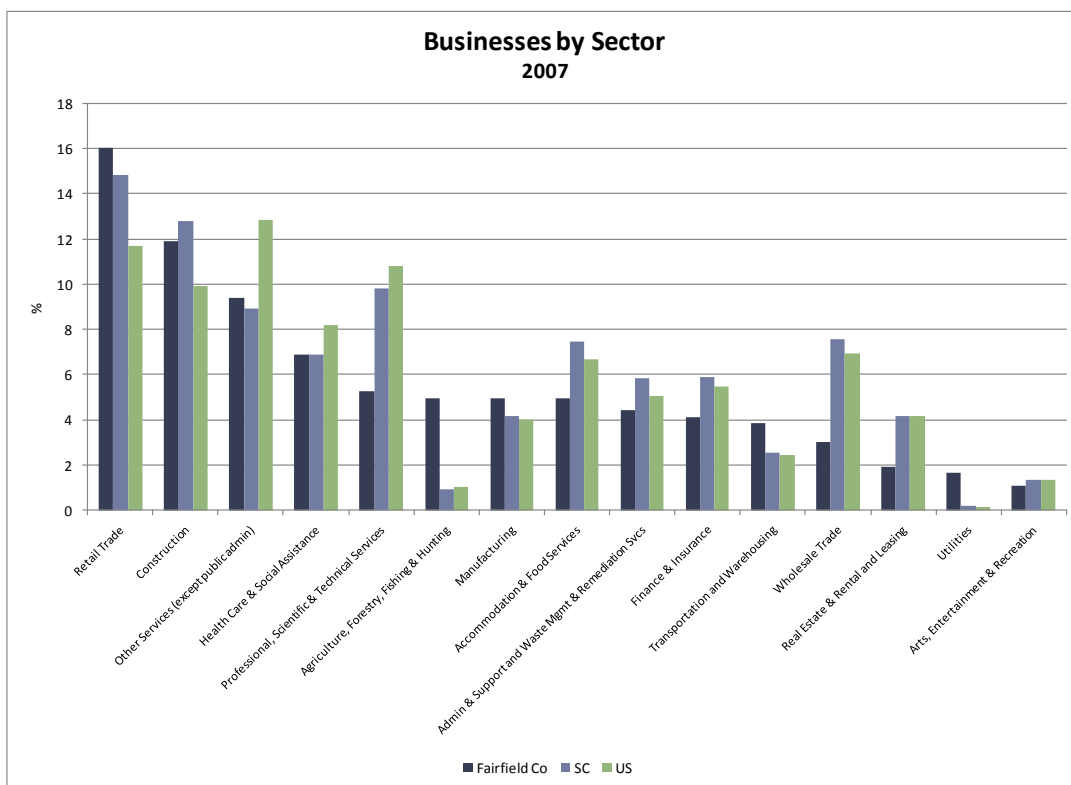
Source: Economic Modeling Specialists, Inc

INDUSTRY

Businesses by Sector

Fairfield County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Agriculture and forestry
- Manufacturing
- Transportation and warehousing
- Utilities



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Fairfield County fell by 11% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, Fairfield County had higher growth in four industries compared to South Carolina and the U.S. Below is a list of those four industries along with their respective growth rates.

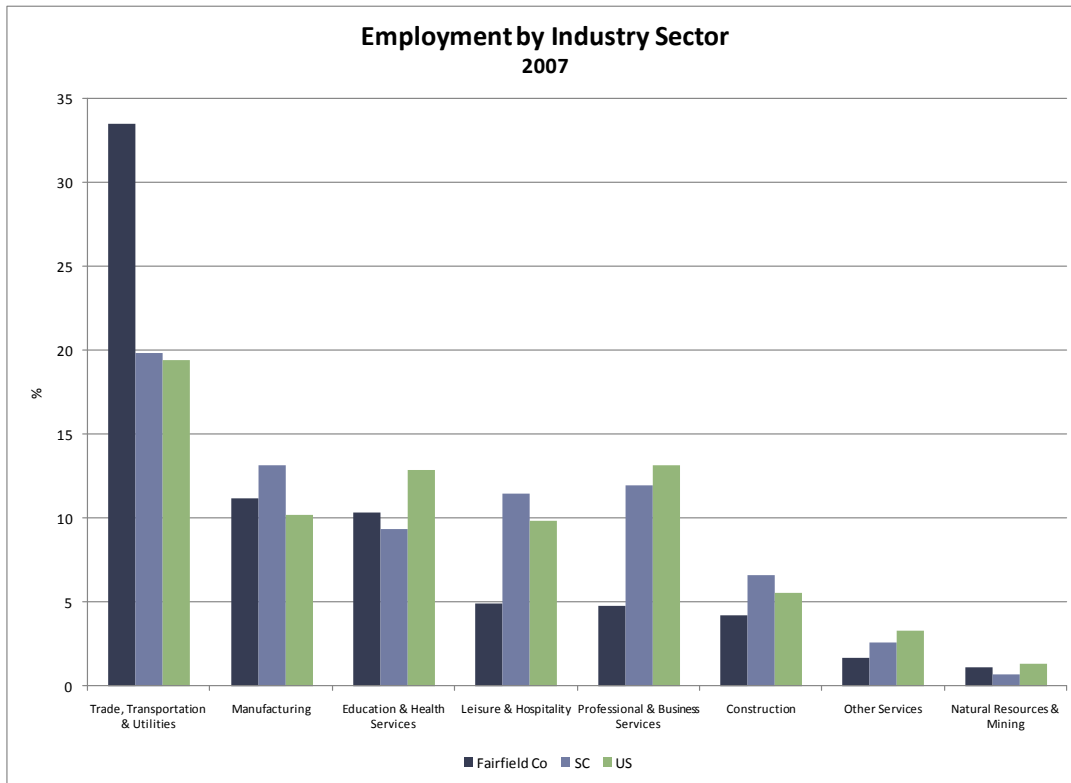
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Fairfield Co.	SC	US
Construction of buildings	100.0	-0.4	15.4
Credit intermediation and related activities	28.6	12.2	23.8
Administrative and support services	15.4	2.2	13.0
Private households	60.0	4.6	24.9

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Compared to the state and nation, Fairfield County has a higher share of jobs in trade, transportation and utilities.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- | | |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth | Competitive effect ¹ |
| • 2002-2007 employment growth rate | Average annual wage |
| • Location quotient ² | Projected growth |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 25 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 0 (since the county lost jobs over the period) (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$37,031 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Data Limitations

Because of Census and Bureau of Labor Statistics restrictions, information on detailed industry sectors is quite limited for smaller counties such as Fairfield. Therefore, this base analysis is not as comprehensive as those for larger areas. Further analysis can be conducted on growth occupations and using other resources in an attempt to obtain more detailed information on potential focus industries for Fairfield County. The Department of Commerce can assist in this supplemental analysis.

Industries of Note

Based on these criteria, construction of buildings is a “six star” sector in Fairfield County.

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being. Building construction is generally considered to be a base economy sector.

Social assistance is a “five star” sector in Fairfield County, with only below average wages. However, that is not a base economy sector bringing in outside wealth.

Appendix C has information on all factors for all sectors for Fairfield County.

¹ *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.*

² *Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2007 data.*

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Fairfield County's labor market. We hope that it will help in advancing the progress of Fairfield County's economic development.

What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Fairfield Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. *What is Fairfield's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. *What other factors are vital to Fairfield and its community?*

Over and above pure economic considerations, what is important to the citizens of the Fairfield community? How does Fairfield want to be perceived? What quality of life issues affect Fairfield? These questions may impact the types of industries desired for the area.

How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

Appendix A: Occupational Projections for Fairfield County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-2022	Sales managers	16	21	5	31	0.93	34.63	Degree plus work experience
11-3011	Administrative services managers	13	17	4	31	1.14	36.28	Degree plus work experience
11-3031	Financial managers	19	26	7	37	0.60	37.79	Degree plus work experience
11-3051	Industrial production managers	10	14	4	40	--	--	Work experience in a related field
11-9011	Farm, ranch, and other agricultural managers	32	31	-1	-3	1.93	5.85	Degree plus work experience
11-9012	Farmers and ranchers	159	156	-3	-2	1.97	5.85	Long-term on-the-job training
11-9021	Construction managers	42	55	13	31	1.21	27.68	Bachelor's degree
11-9032	Education administrators, elementary and secondary school	25	31	6	24	1.77	39.74	Degree plus work experience
11-9041	Engineering managers	10	12	2	20	--	--	Degree plus work experience
11-9051	Food service managers	33	50	17	52	1.56	7.48	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-9111	Medical and health services managers	12	15	3	25	0.81	43.34	Degree plus work experience
11-9141	Property, real estate, and community association managers	28	41	13	46	0.51	8.78	Bachelor's degree
11-9199	Managers, all other	73	87	14	19	0.97	27.85	Work experience in a related field
11-1011	Chief executives	62	77	15	24	1.17	40.43	Degree plus work experience
11-1021	General and operations managers	95	113	18	19	1.09	44.74	Degree plus work experience
11-1031	Legislators	13	16	3	23	4.33	8.27	Degree plus work experience
13-1023	Purchasing agents, except wholesale, retail, and farm products	11	14	3	27	0.82	30.64	Work experience in a related field
13-1073	Training and development specialists	13	17	4	31	1.27	37.48	Bachelor's degree
13-1111	Management analysts	32	41	9	28	0.68	33.72	Degree plus work experience
13-1199	Business operation specialists, all other	22	30	8	36	0.44	27.61	Bachelor's degree
13-2011	Accountants and auditors	63	83	20	32	0.86	23.08	Bachelor's degree
13-2021	Appraisers and assessors of real estate	11	16	5	45	0.54	9.96	Postsecondary vocational award
15-1021	Computer programmers	12	13	1	8	0.52	34.72	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
15-1041	Computer support specialists	14	19	5	36	0.54	19.83	Associate's degree
15-1051	Computer systems analysts	13	19	6	46	0.56	35.85	Bachelor's degree
17-2051	Civil engineers	14	16	2	14	1.00	39.49	Bachelor's degree
17-2071	Electrical engineers	35	42	7	20	4.74	80.11	Bachelor's degree
17-2112	Industrial engineers	14	23	9	64	1.48	44.93	Bachelor's degree
17-2161	Nuclear engineers	10	12	2	20	--	--	Bachelor's degree
17-3023	Electrical and electronic engineering technicians	20	23	3	15	2.47	53.57	Associate's degree
19-4051	Nuclear technicians	28	34	6	21	80.53	54.13	Associate's degree
21-1012	Educational, vocational, and school counselors	19	25	6	32	1.56	18.46	Master's degree
21-1021	Child, family, and school social workers	27	35	8	30	1.92	11.97	Bachelor's degree
21-1093	Social and human service assistants	19	27	8	42	1.09	9.68	Moderate-term on-the-job training
21-2011	Clergy	13	16	3	23	1.14	6.66	Master's degree
23-1011	Lawyers	17	20	3	18	0.41	25.55	First professional degree
25-1099	Postsecondary teachers	42	59	17	40	0.58	44.09	Doctoral degree
25-2011	Preschool teachers, except special education	11	14	3	27	0.46	9.58	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
25-2012	Kindergarten teachers, except special education	10	13	3	30	1.15	22.02	Bachelor's degree
25-2021	Elementary school teachers, except special education	160	206	46	29	2.05	24.09	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	63	77	14	22	1.84	25.50	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	130	157	27	21	2.50	26.37	Bachelor's degree
25-2041	Special education teachers, preschool, kindergarten, and elementary school	11	15	4	36	1.00	26.30	Bachelor's degree
25-3099	Teachers and instructors, all other	62	78	16	26	1.93	17.77	Bachelor's degree
25-4021	Librarians	13	15	2	15	1.67	19.14	Master's degree
25-9041	Teacher assistants	85	103	18	21	1.27	9.72	Short-term on-the-job training
27-2042	Musicians and singers	12	18	6	50	1.11	12.91	Long-term on-the-job training
27-4021	Photographers	25	33	8	32	0.72	5.93	Long-term on-the-job training
29-1051	Pharmacists	11	14	3	27	0.95	36.51	First professional degree
29-1069	Physicians and surgeons	13	18	5	38	0.34	65.73	First professional degree
29-1111	Registered nurses	64	91	27	42	0.55	19.02	Associate's degree
29-2061	Licensed practical and licensed vocational nurses	50	76	26	52	1.44	12.77	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
31-1011	Home health aides	46	79	33	72	1.14	7.92	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	135	195	60	44	1.94	8.21	Postsecondary vocational award
33-2011	Fire fighters	13	18	5	38	0.98	15.79	Long-term on-the-job training
33-3012	Correctional officers and jailers	24	32	8	33	1.18	11.08	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	61	81	20	33	2.01	15.97	Long-term on-the-job training
33-9032	Security guards	120	201	81	68	2.43	15.47	Short-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	33	41	8	24	0.79	11.97	Work experience in a related field
35-2011	Cooks, fast food	33	42	9	27	1.08	5.85	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	33	42	9	27	1.66	9.73	Moderate-term on-the-job training
35-2014	Cooks, restaurant	17	13	-4	-24	0.43	6.91	Long-term on-the-job training
35-2015	Cooks, short order	11	12	1	9	1.13	6.35	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
35-2021	Food preparation workers	43	54	11	26	0.99	8.24	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	72	100	28	39	0.61	6.21	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	18	23	5	28	0.70	6.47	Short-term on-the-job training
35-3031	Waiters and waitresses	44	37	-7	-16	0.40	5.85	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	12	11	-1	-8	0.59	9.78	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	22	27	5	23	1.19	9.47	Work experience in a related field
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	13	20	7	54	1.75	10.16	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	88	111	23	26	0.80	9.61	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	170	239	69	41	1.96	5.95	Short-term on-the-job training
37-2019	Building cleaning workers, all other	32	42	10	31	1.36	5.86	Short-term on-the-job training
37-3011	Landscaping and groundskeeping workers	46	71	25	54	0.92	8.30	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	16	25	9	56	3.16	6.35	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	15	24	9	60	3.02	7.13	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	15	25	10	67	3.25	6.01	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	12	16	4	33	1.07	8.87	Work experience in a related field
39-3091	Amusement and recreation attendants	11	14	3	27	0.92	8.78	Short-term on-the-job training
39-9011	Child care workers	112	152	40	36	1.43	6.53	Short-term on-the-job training
39-9021	Personal and home care aides	65	111	46	71	1.58	8.13	Short-term on-the-job training
39-9032	Recreation workers	24	33	9	38	1.43	7.59	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	139	179	40	29	1.31	15.17	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	41	54	13	32	0.93	21.17	Work experience in a related field
41-2011	Cashiers, except gaming	247	271	24	10	1.46	6.49	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-2031	Retail salespersons	145	206	61	42	0.61	8.87	Short-term on-the-job training
41-3021	Insurance sales agents	24	21	-3	-13	0.68	6.17	Bachelor's degree
41-3099	Sales representatives, services, all other	13	18	5	38	0.40	15.02	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	13	17	4	31	0.53	35.51	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	104	131	27	26	1.34	22.21	Moderate-term on-the-job training
41-9021	Real estate brokers	43	63	20	47	0.53	7.60	Work experience in a related field
41-9022	Real estate sales agents	46	67	21	46	0.54	8.19	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	52	65	13	25	0.97	5.89	Short-term on-the-job training
41-9099	Sales and related workers, all other	12	16	4	33	0.72	9.96	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	75	89	14	19	1.03	23.38	Work experience in a related field
43-3011	Bill and account collectors	15	19	4	27	0.73	22.27	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-3021	Billing and posting clerks and machine operators	28	33	5	18	1.07	18.22	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	90	116	26	29	0.83	13.67	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	11	13	2	18	1.06	17.98	Moderate-term on-the-job training
43-4051	Customer service representatives	97	129	32	33	0.91	23.00	Moderate-term on-the-job training
43-4121	Library assistants, clerical	12	15	3	25	2.16	9.57	Short-term on-the-job training
43-4171	Receptionists and information clerks	26	34	8	31	0.46	9.30	Short-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	13	15	2	15	1.47	25.22	Moderate-term on-the-job training
43-5041	Meter readers, utilities	42	42	0	0	18.94	24.60	Short-term on-the-job training
43-5052	Postal service mail carriers	19	23	4	21	1.20	15.83	Short-term on-the-job training
43-5053	Postal service mail sorters, processors, and processing machine operators	14	16	2	14	1.51	15.84	Short-term on-the-job training
43-5061	Production, planning, and expediting clerks	13	17	4	31	0.93	29.15	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-5071	Shipping, receiving, and traffic clerks	35	44	9	26	0.94	10.21	Short-term on-the-job training
43-5081	Stock clerks and order fillers	130	143	13	10	1.58	11.79	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	53	68	15	28	0.66	18.46	Moderate-term on-the-job training
43-6013	Medical secretaries	12	16	4	33	0.53	9.72	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	95	109	14	15	0.98	12.43	Moderate-term on-the-job training
43-9061	Office clerks, general	141	178	37	26	0.90	11.63	Short-term on-the-job training
45-4021	Fallers	30	15	-15	-50	28.32	9.95	Moderate-term on-the-job training
45-4022	Logging equipment operators	18	12	-6	-33	8.70	13.60	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	57	72	15	26	1.11	26.15	Work experience in a related field
47-2021	Brickmasons and blockmasons	20	21	1	5	2.65	11.45	Long-term on-the-job training
47-2031	Carpenters	67	87	20	30	0.81	18.35	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-2061	Construction laborers	49	61	12	24	0.72	15.49	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	25	31	6	24	1.21	19.79	Moderate-term on-the-job training
47-2111	Electricians	32	40	8	25	0.90	29.67	Long-term on-the-job training
47-2141	Painters, construction and maintenance	20	25	5	25	0.75	14.76	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	20	26	6	30	0.81	23.94	Long-term on-the-job training
47-3011	Helpers, brickmasons, blockmasons, stonemasons, and tile and marble setters	15	15	0	0	4.79	7.56	Short-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	57	66	9	16	2.52	49.51	Work experience in a related field
49-2011	Computer, automated teller, and office machine repairers	10	15	5	50	--	--	Postsecondary vocational award
49-2095	Electrical and electronics repairers, powerhouse, substation, and relay	18	20	2	11	17.09	59.14	Postsecondary vocational award
49-3021	Automotive body and related repairers	13	19	6	46	1.39	12.40	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	40	50	10	25	1.01	18.70	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-3031	Bus and truck mechanics and diesel engine specialists	18	21	3	17	1.32	29.06	Postsecondary vocational award
49-3042	Mobile heavy equipment mechanics, except engines	11	12	1	9	1.89	23.97	Postsecondary vocational award
49-9012	Control and valve installers and repairers, except mechanical door	31	37	6	19	15.19	45.85	Moderate-term on-the-job training
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	12	16	4	33	0.74	15.03	Long-term on-the-job training
49-9041	Industrial machinery mechanics	29	40	11	38	2.35	37.50	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	89	115	26	29	1.31	20.09	Moderate-term on-the-job training
49-9051	Electrical power-line installers and repairers	85	103	18	21	15.41	41.09	Long-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	22	26	4	18	2.84	20.14	Short-term on-the-job training
49-9099	Installation, maintenance, and repair workers, all other	10	12	2	20	--	--	Moderate-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	53	71	18	34	1.57	34.76	Work experience in a related field
51-2091	Fiberglass laminators and fabricators	29	52	23	79	15.01	13.93	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-2092	Team assemblers	89	132	43	48	1.48	10.22	Moderate-term on-the-job training
51-2099	Assemblers and fabricators, all other	11	13	2	18	0.75	13.54	Moderate-term on-the-job training
51-4021	Extruding and drawing machine setters, operators, and tenders, metal and plastic	14	22	8	57	3.17	8.49	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13	17	4	31	1.03	9.09	Moderate-term on-the-job training
51-4041	Machinists	15	21	6	40	0.81	17.47	Long-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	19	24	5	26	0.97	22.92	Long-term on-the-job training
51-4193	Plating and coating machine setters, operators, and tenders, metal and plastic	12	23	11	92	6.16	9.80	Moderate-term on-the-job training
51-6011	Laundry and dry-cleaning workers	16	21	5	31	1.20	7.40	Moderate-term on-the-job training
51-8013	Power plant operators	49	59	10	20	29.19	48.34	Long-term on-the-job training
51-9032	Cutting and slicing machine setters, operators, and tenders	53	88	35	66	14.10	5.85	Moderate-term on-the-job training
51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	45	71	26	58	11.36	11.62	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-9051	Furnace, kiln, oven, drier, and kettle operators and tenders	10	16	6	60	--	--	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	59	82	23	39	2.48	13.71	Moderate-term on-the-job training
51-9071	Jewelers and precious stone and metal workers	12	13	1	8	4.75	12.71	Postsecondary vocational award
51-9111	Packaging and filling machine operators and tenders	21	30	9	43	1.14	10.41	Short-term on-the-job training
51-9121	Coating, painting, and spraying machine setters, operators, and tenders	14	23	9	64	2.73	9.57	Moderate-term on-the-job training
51-9197	Tire builders	35	63	28	80	31.98	8.28	Moderate-term on-the-job training
51-9198	Helpers--Production workers	25	38	13	52	0.97	10.46	Short-term on-the-job training
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	12	15	3	25	1.08	25.60	Work experience in a related field
53-3022	Bus drivers, school	43	55	12	28	1.84	7.47	Short-term on-the-job training
53-3031	Driver/sales workers	67	87	20	30	2.22	12.32	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	85	110	25	29	0.93	14.10	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-3033	Truck drivers, light or delivery services	77	103	26	34	1.36	12.84	Short-term on-the-job training
53-3041	Taxi drivers and chauffeurs	11	17	6	55	0.74	6.69	Short-term on-the-job training
53-7051	Industrial truck and tractor operators	32	40	8	25	1.06	13.71	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	135	156	21	16	1.16	11.90	Short-term on-the-job training
53-7064	Packers and packagers, hand	36	40	4	11	0.89	6.57	Short-term on-the-job training
		8,275	10,587	2,312	28		17.44	

at least
1.25 greater than \$17.44

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Fairfield County								
Industry	NAICS Code	Change						
		2002	2007	Average Size	#	%	SC % change	US % change
Forestry and Logging	113	23	16	--	-7	-30.4	-26.0	-15.2
Construction of Buildings	236	8	16	8	8	100.0	-0.4	15.4
Heavy and Civil Engineering Construction	237	5	4	6	-1	-20.0	-2.0	-2.3
Specialty Trade Contractors	238	33	24	4	-9	-27.3	-6.4	12.9
Merchant Wholesalers, Nondurable Goods	424	7	4	--	-3	-42.9	-5.0	-3.5
Motor Vehicle and Parts Dealers	441	7	6	11	-1	-14.3	-11.6	2.2
Building Material and Garden Equipment and Supplies Dealers	444	3	1	0	-2	-66.7	-8.8	0.9
Food and Beverage Stores	445	11	7	17	-4	-36.4	-18.2	-0.5
Health and Personal Care Stores	446	6	4	12	-2	-33.3	9.1	10.2
Gasoline Stations	447	21	18	7	-3	-14.3	-2.8	-1.9
Clothing and Clothing Accessories Stores	448	7	5	3	-2	-28.6	-5.3	4.6
General Merchandise Stores	452	6	7	28	1	16.7	17.5	13.3
Nonstore Retailers	454	5	2	--	-3	-60.0	-17.9	11.9
Truck Transportation	484	14	10	2	-4	-28.6	-5.1	5.4
Credit Intermediation and Related Activities	522	7	9	3	2	28.6	12.2	23.8
Insurance Carriers and Related Activities	524	5	5	--	0	0.0	0.3	6.7
Real Estate	531	5	5	--	0	0.0	18.8	23.8
Rental and Leasing Services	532	5	2	--	-3	-60.0	-8.3	1.7
Administrative and Support Services	561	13	15	--	2	15.4	2.2	13.0
Ambulatory Health Care Services	621	12	11	--	-1	-8.3	7.4	13.3
Social Assistance	624	9	10	18	1	11.1	-5.0	29.4
Food Services and Drinking Places	722	16	15	--	-1	-6.3	-0.2	12.2
Repair and Maintenance	811	9	7	6	-2	-22.2	-18.3	-0.4
Personal and Laundry Services	812	11	8	3	-3	-27.3	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	6	4	2	-2	-33.3	-2.0	3.3
Private Households	814	10	16	2	6	60.0	4.6	24.9

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Fairfield County Employment by Industry Sector

		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Total		6,685	5,931	-754	-11.3			37,031	28%

<i>6 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Construction of Buildings	236	89	120	31	35	1.79	20	89,273	A

<i>5 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Social Assistance	624	124	184	60	48	2.13	37	19,141	A

<i>4 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Heavy and Civil Engineering Construction	237	13	24	11	85	0.64	10	37,454	A
Health and Personal Care Stores	446	38	48	10	26	1.27	7	31,055	AA

3 star or fewer sectors		Employment		2002-2007 Change					
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
Repair and Maintenance	811	22	43	21	95	0.91	21	33,284	A
Private Households	814	16	26	10	63	1.25	7	10,605	A
Motor Vehicle and Parts Dealers	441	56	65	9	16	0.90	8	33,305	BA
General Merchandise Stores	452	199	197	-2	-1	1.72	-17	16,960	A
Gasoline Stations	447	180	130	-50	-28	3.98	-43	13,971	BA
Clothing and Clothing Accessories Stores	448	14	14	0	0	0.25	-2	26,309	A
Truck Transportation	484	64	22	-42	-66	0.40	-47	27,797	A
Real Estate	531	8	0	-8	-100	ND	-9	-	A
Rental and Leasing Services	532	9	0	-9	-100	ND	-9	-	A
Administrative and Support Services	561	114	0	-114	-100	ND	-126	-	A
Ambulatory Health Care Services	621	77	0	-77	-100	ND	-91	-	AA
Forestry and Logging	113	85	0	-85	-100	ND	-74	-	D
Specialty Trade Contractors	238	142	107	-35	-25	0.59	-56	24,695	BA
Merchant Wholesalers, Nondurable Goods	424	24	0	-24	-100	ND	-25	-	BA
Building Material and Garden Equipment and Supplies Dealers	444	11	0	-11	-100	ND	-12	-	BA
Food and Beverage Stores	445	417	119	-298	-71	1.10	-294	13,800	BA
Nonstore Retailers	454	14	0	-14	-100	ND	-14	-	BA
Credit Intermediation and Related Activities	522	55	24	-31	-56	0.22	-35	31,123	BA
Insurance Carriers and Related Activities	524	14	0	-14	-100	ND	-14	-	BA
Food Services and Drinking Places	722	171	0	-171	-100	ND	-193	-	BA
Personal and Laundry Services	812	28	24	-4	-14	0.48	-5	15,292	D
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	28	6	-22	-79	0.12	-23	22,800	BA

Methodology and Sourcing

Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

Sectors are rated on 6 factors: 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

Stars are based on: 2002-2007 employment growth of 25 or more, 2002-2007 employment growth rate greater than 0 (since overall county job growth was negative), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$37,031 (2007 average for all jobs in the county), and average or above average projected growth.

Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2007 data.

Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

Source: Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.



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